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BOARD OF ENQUIRY (GROUP B SALARIES)

NOTE ON A MEETING BETWEEN MR. WARUHIU, CHAIRMAN OF THE BOARD AND REPRESENTATIVES OF MANAGEMENT AND THE UNIONS/ASSOCIATIONS

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Present:

Mr. S. N. Waruhiu - Chairman.

Representing Management	Representing Unions	
Mr. R. L. Rolph.	Mr. M.B. Kaluwa Mr. T.C. Mabonesho	National Union of Tanganyika Workers.
Mr. P. J. Mwangola.	Mr. H.M. Luande	Railway African Union (Uganda).
	Mr. W.N. Ottenyo Mr. I.O. Mango	Railway African Union (Kenya).
	Mr. N.K. Karmali	Railway Asian Union (Kenya).
	Mr. A.P. Bendelow	Designated Officers Association.
Secretary:	Mr. R.J. Henderson.	

The Chairman read extracts from the letter written by the Secretary General appointing him to be Chairman of the Board and drew attention to the statement contained therein that there were no rules governing the Board's procedures. Because of this he had felt it necessary to hold this preliminary meeting in order that some measure of agreement could be reached concerning the manner in which the Board would set about its task.

After some discussion it was agreed as follows:-

1. Secretary to the Board

It was agreed that Mr. R.J. Henderson, Industrial Relations Adviser, E.A.R. & H. would be Secretary to the Board.

2. Members of the Board

It was agreed that both Management and the Staff Side would inform the Secretary of the names of their respective members of the Board as soon as possible.

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3. Submissions to the Board

It was agreed that the Board would require the submission of a memorandum from Management and one from the Staff Side, this latter to be prepared jointly by the various Unions/Associations.

It was further agreed that 24 copies of each memorandum would be delivered to the Secretary not later than 4 p.m. on Tuesday, November 24th.

4. Representations to the Board, appearances of Advocates etc.

It was agreed that Management and each Union/Association would have the opportunity of addressing the Board and calling witnesses if necessary.

It was further agreed that representation before the Board would be in accordance with Clause 8 of the Constitution of the E.A.R.& H. Staff Tribunal.

5. Hearings before the Board to be in public or in private.

The Staff Side pressed for hearings before the Board to be in public but Management was unwilling to commit the Management member of the Board before he had been consulted.

It was agreed that this issue should be decided upon by the Board at a preliminary meeting in the Conference Room at Railway Headquarters, Nairobi on November 25th commencing at 10 a.m.

6. Venue of Hearings of the Board

It was agreed that hearings of the Board would take place in Nairobi and that the precise venue would be decided at the preliminary meeting on November 25th after a decision had been reached concerning whether such hearings should be in public or in private.

There was some discussion concerning a possible need for the Board to make visits to places outside Nairobi and it was agreed that this question also would be considered at the preliminary meeting of the Board on November 25th.

7. Meetings of the Board

It was agreed that a preliminary meeting of the Board would be held at 10 a.m. on November 25th in the Conference Room at Railway Headquarters Nairobi to decide:-

(i) whether hearings of the Board shall be held in public or in private

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(ii) the precise venue for hearings of the Board

(iii) if there is a need for the Board to make visits outside Nairobi.

It was further agreed that the first hearing of the Board would commence at 9 a.m. on Tuesday, December 1st at a venue, in Nairobi, to be decided.

8. Union/Association Expenses

The Staff Side wished to know if Management was willing to meet the costs of travel and hotel accommodation for Union Officials visiting Nairobi in connection with the business of the Board. Mr. Rolph stated that, in terms of the mediation agreement recently concluded, each side must bear its own costs.

After some discussion the Chairman ruled that this was a matter to be discussed between the parties and not one which concerned the Board itself.

R. J. Hendon

SECRETARY

EAR&H: Board of Enquiry (Group B Salary Scales). Note on Meeting between Mr. Waruhiu & Representatives of the Management & Unions/Associations. Autumn 1964? TS Papers of African Trade Unions: East African Railways and Harbours (EAR&H) Box 1 B3. Nuffield College Library, Oxford University. Decolonization: Politics and Independence in Former Colonial and Commonwealth Territories, link.gale.com/apps/doc/QBDCYF324052481/DPIT?u=webdemo&sid=bookmark-DPIT&xid=9aa74724&pg=1. Accessed 4 Dec. 2022.